



Benefits Advisory Committee Meeting Minutes

September 20, 2017

I. Call to order

Chair Jason Carviou called to order the regular meeting of the Benefits Advisory Committee at 9:06am on September 20, 2017 at the Northern Building Room 200.

II. Roll call

Present: Jason Carviou, Sandy Juno, Kathy Radue, Michael Keon, Julie Wall, Louise Pfotenhauer, Timeka Olson, Renee VandeVoort

Also in attendance: Supervisor Patrick Moynihan, Kathryn Roellich, and Dan Process

III. Approval/Modify Agenda

Motion to approve the agenda was made by Sandy Juno. Seconded by Michael Keon. Agenda was approved without change.

Motion made by Sandy Juno to amend agenda by removing item 7., *Recommendations, Salary Recommendations, a. Discuss/Take action on any salary, wage increase, or performance pay recommendations* under advice of Brown County Corporation Counsel. Seconded by Renee VandeVoort.

Motion carries 5 in favor 2 opposed (Michael Keon and Louise Pfotenhauer)

Motion made by Sandy Juno to adopt amended agenda. Seconded by Renee VandeVoort. Motion carries 5 in favor 2 opposed. (Michael Keon & Louise Pfotenhauer)

IV. Approve/Modify Minutes from last meeting

Motion to approve the minutes from the August 15 meeting was made by Sandy Juno. Seconded by Michael Keon. Minutes were approved without changes, unanimously.

V. Report – Plan Performance for August 2017

Motion made by Sandy Juno to accept the report from M3 and place on file. Seconded by Timeka Olson. Motion carried unanimously.

VI. Report – Budgeting and Current Deficit

There was discussion as to why there is an anticipated 18% increase in the premium for next year. Motion was made by Sandy Juno to accept the verbal report and place on file. Seconded by Timeka Olson. Motion carried unanimously.



VII. Recommendations

Budgeting & Oversight

- a. Discuss/Take Action on recommendation to use data provided by M3 and the actuary when developing the healthcare budge. Motion was made by Sandy Juno that the committee recommend to the Admin Committee that data provided by M3 and the actuary be used when developing the healthcare budget. Seconded by Michael Keon. Motion carried unanimously.
- b. Discuss/Take Action on recommendation to have the Administration Committee and /or Executive Committee request to be provided with monthly reports regarding the performance of the healthcare plan. Motion was made by Renee VandeVoort to recommend that the Admin Committee or Executive Committee request from the Human Resources director periodic reports on the performance of the healthcare plan. Seconded by Michael Keon. Motion carried unanimously.

Healthcare Plan Funding

- a. Discuss/Take Action on recommendation raising premiums 18-19% as recommended by M3. Motion made by Sandy Juno that the committee supports an increase to the total healthcare premium of 18.59% as recommended by Human Resources, M3, and the County Executive's budget. Seconded by Michael Keon. Motion carries by a vote of 6 in favor 1 opposed. (Louise Pfothner)
- b. Discuss/Take Action on recommendation to keep the contribution percentage structure the same (Based on PH A) (12% weighted average Employee/88% Employer). Motion made by Michael Keon that the committee support the continuation of the 12% weighted average Employee/88% Employer premium contribution split. Seconded by Sandy Juno. Motion carried unanimously.

Healthcare Plan Design

Motion was made by Jason Carviou to take items a., b., and c. as a group. Seconded by Michael Keon. Motion carried unanimously.

- a. Discuss/Take Action on Spousal Surcharge Option. Discussed but no action taken.
- b. Discuss/Take Action on Spousal Carve-Out Option. Discussed but no action taken.



- c. Discuss/Take Action on recommendation requiring spouses that are offered healthcare through their employer to take it before being eligible for the County's health insurance plan. Discussed but no action taken.
- d. Discuss/Take Action on offering a true high-deductible plan. Motion made by Renee VandeVoort to move this item to the January 2019 Benefits Advisory Committee meeting agenda. Seconded by Timeka Olson. Motion carried unanimously.
- e. Discuss/Take Action on offering a narrow network plan. Motion made by Renee VandeVoort to move this item to the January 2019 Benefits Advisory Committee meeting agenda. Seconded by Timeka Olson. Motion carried unanimously.
- f. Discuss/Take Action on PHA Standards. Motion was made by Jason Carviou to recommend to Executive Committee that HR look into PHA discrepancies with the list provided by the BAC and review the standards associated with PHAs. Seconded by Michael Keon. Motion carried unanimously.
- g. Discuss/Take Action on Wellness Initiatives/Programs. Motion made by Sandy Juno to move this item to the January 2019 Benefits Advisory Committee meeting agenda. Seconded by Renee VandeVoort. Motion carried unanimously.

VIII. Other Discussion/New Business

No additional discussion or new business.

IX. Review and Approve Recommendations to be made to the Administration and Executive Committees.

See motions listed in above agenda items.

X. Announcements/Comments/Next Meeting

The next meeting was tentatively set for October 25, 2017 at 9am in Northern Building Rm 200.

XI. Adjournment

Motion to adjourn was made by Sandy Juno, seconded by Louise Pfotenhauer. Chair Jason Carviou adjourned the meeting at 11:15am.

Minutes submitted by: Louise Pfotenhauer, 10/5/2017.